

02 September  
2011

# Educating The Adult Workforce

An Economic and Demographic Necessity

Presented by

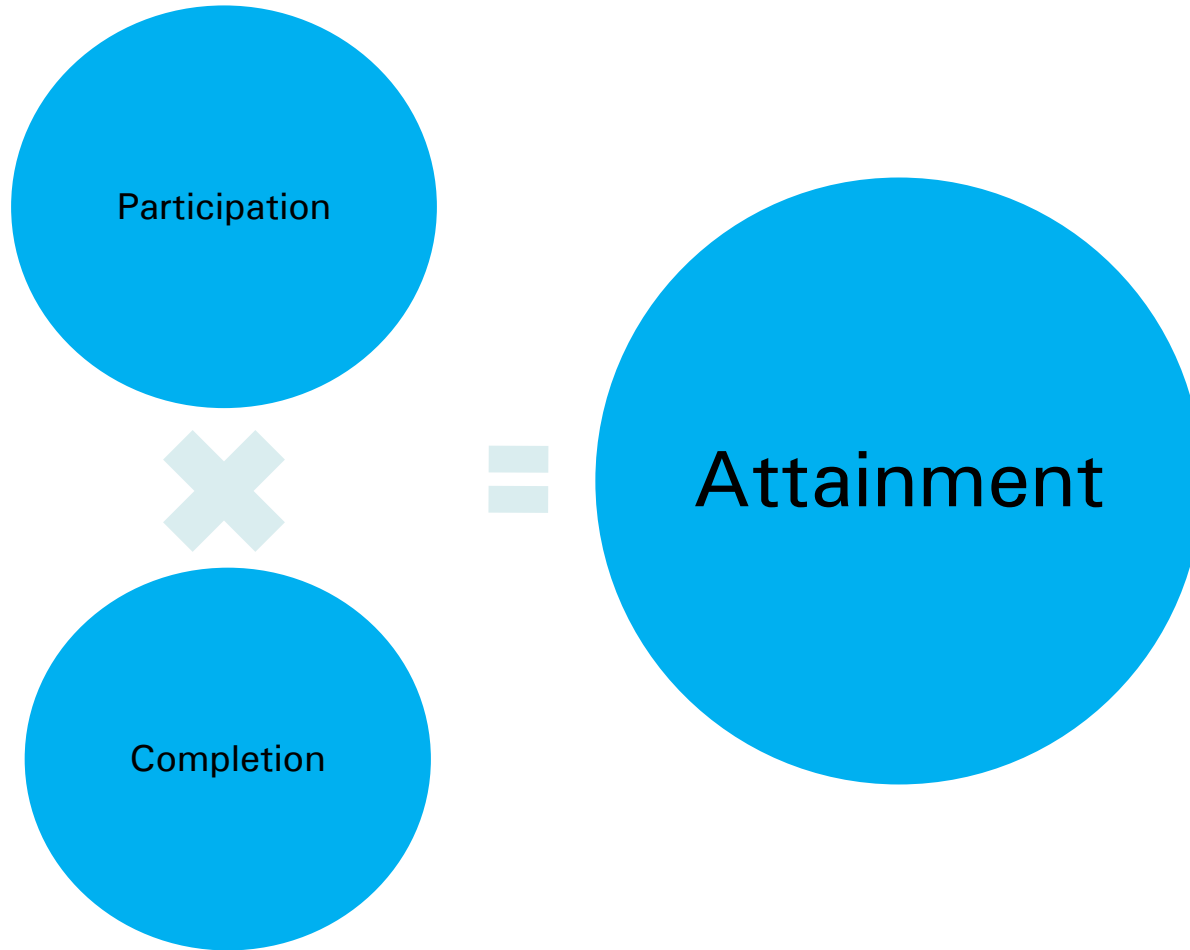
**Dr. James L. Applegate**

Vice President, Lumina Foundation

# Goal 2025

To increase the percentage of Americans who hold **high-quality** degrees and certificates to 60 percent by 2025.

# What Must We Do Reach **Goal 2025?**

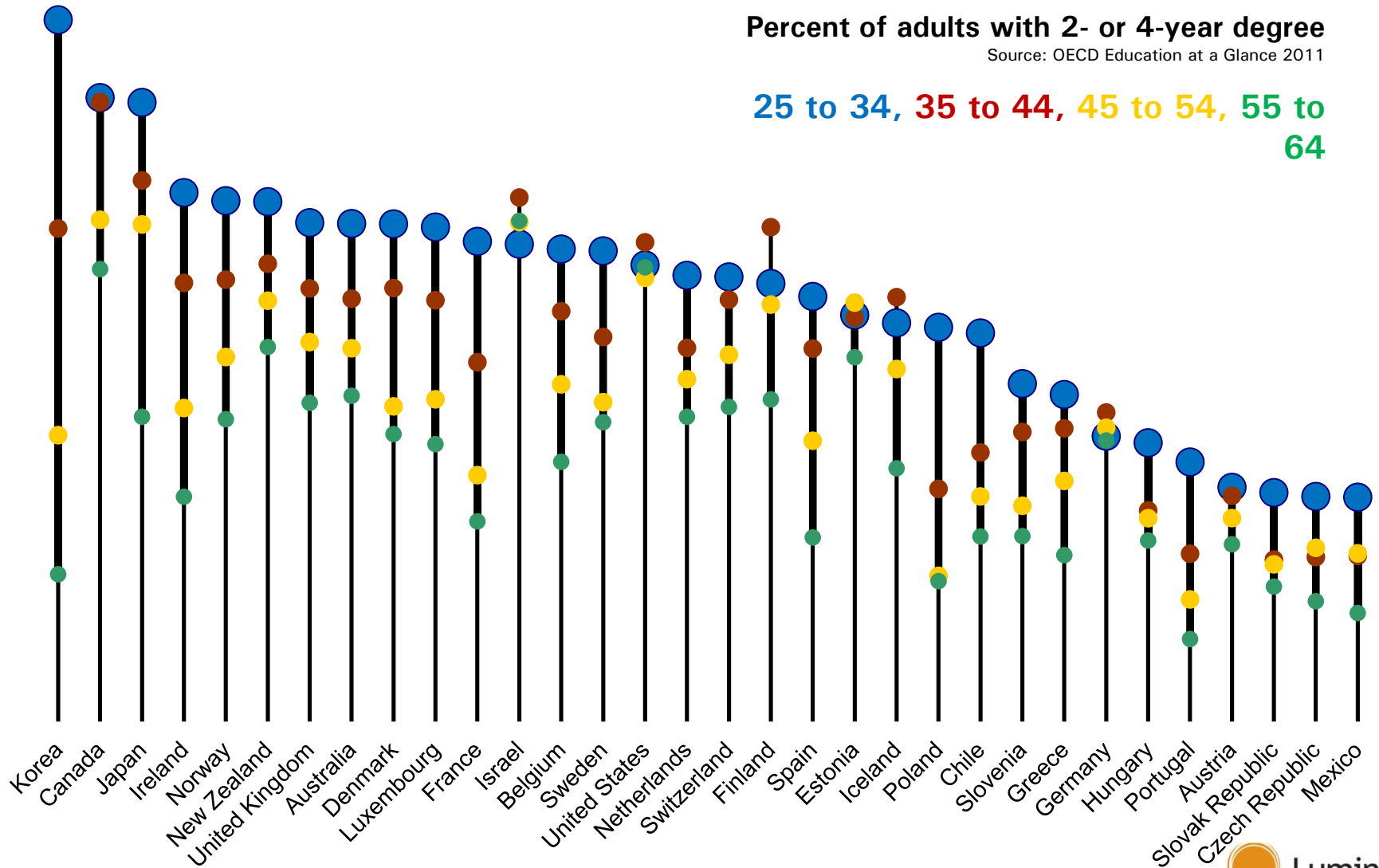


# WHY IS ACHIEVING **GOAL** **2025** IMPORTANT?

## Percent of adults with 2- or 4-year degree

Source: OECD Education at a Glance 2011

25 to 34, 35 to 44, 45 to 54, 55 to 64



	62	Korea	
	60		
	58		<b>US states</b>
	56		25 to 34 year olds
Massachusetts	54	Canada/Japan	
	52		
	50		
Minnesota New York	48	Ireland	
North Dakota/Iowa/Connecticut	46	Norway/New Zealand	
New Jersey	44	United Kingdom/Australia/Denmark	
Maryland	42	Luxembourg	
New Hampshire/Nebraska	40	France/Israel	
South Dakota/Illinois/Pennsylvania/Vermont	38	Belgium/Sweden	
Virginia/Kansas/Rhode Island	36	<b>United States</b>	
Colorado	34	Netherlands/Switzerland	
Wisconsin/Washington/Hawaii	32	Finland	
	30	Spain	
Utah	28	Estonia	
Missouri/Montana/Ohio	26	Iceland	
Indiana/CA/DE/NC/MI/ID	24	Poland/Chile	
Florida/Oregon/South Carolina/Maine	22		
Wyoming/Georgia		Slovenia	
Mississippi/Alabama		Greece	
KY/TN/OK/AZ/AK/TX			
New Mexico			
Nevada			
Louisiana/West Virginia			
		Germany	
Arkansas		Hungary	

Hamilton	64
	60
Monroe	56
Tippecanoe	52
Hendricks	48
Boone	44
Bartholomew	
Warrick/Hancock	40
Porter/Johnson	
	36
	32
	28
	24
Owen/Cass	20
Adams	
Lawrence/Fulton/Daviess/Jennings	16
White/Fayette	
LaGrange	12
	8

Korea

Canada/Japan

Ireland  
Norway/New Zealand

United Kingdom/Australia/Denmark  
Luxembourg/France/Israel  
Belgium/Sweden

**United States**  
Netherlands/Switzerland/Finland  
Spain/Estonia  
Iceland  
Poland/Chile

Slovenia  
Greece

Germany/Hungary

Portugal  
Austria/Slovak Republic/Czech Republic  
Mexico/Italy

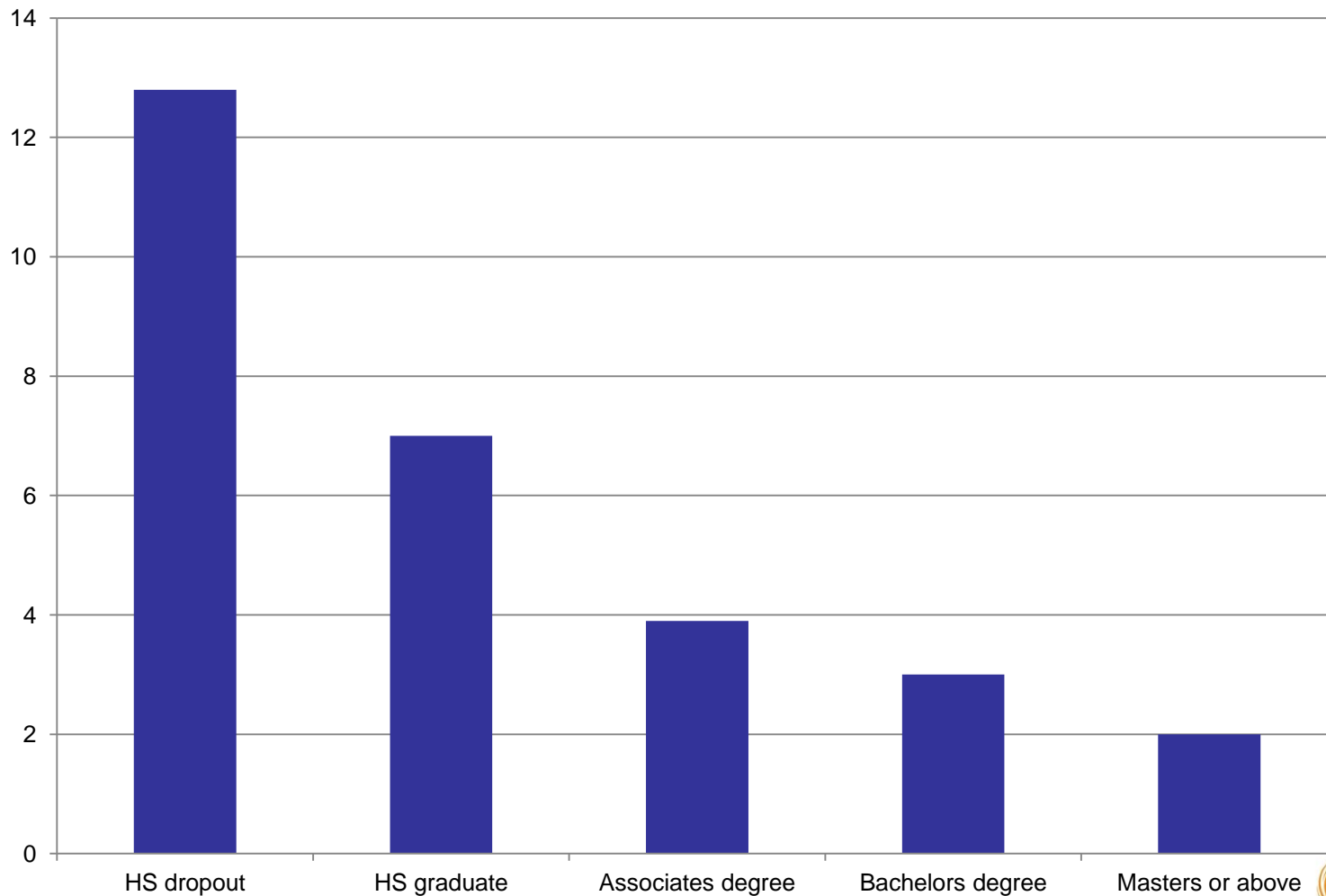
Turkey

## Indiana counties

**25 to 34 years old**  
(population over 20,000)

# Unemployment by level of education

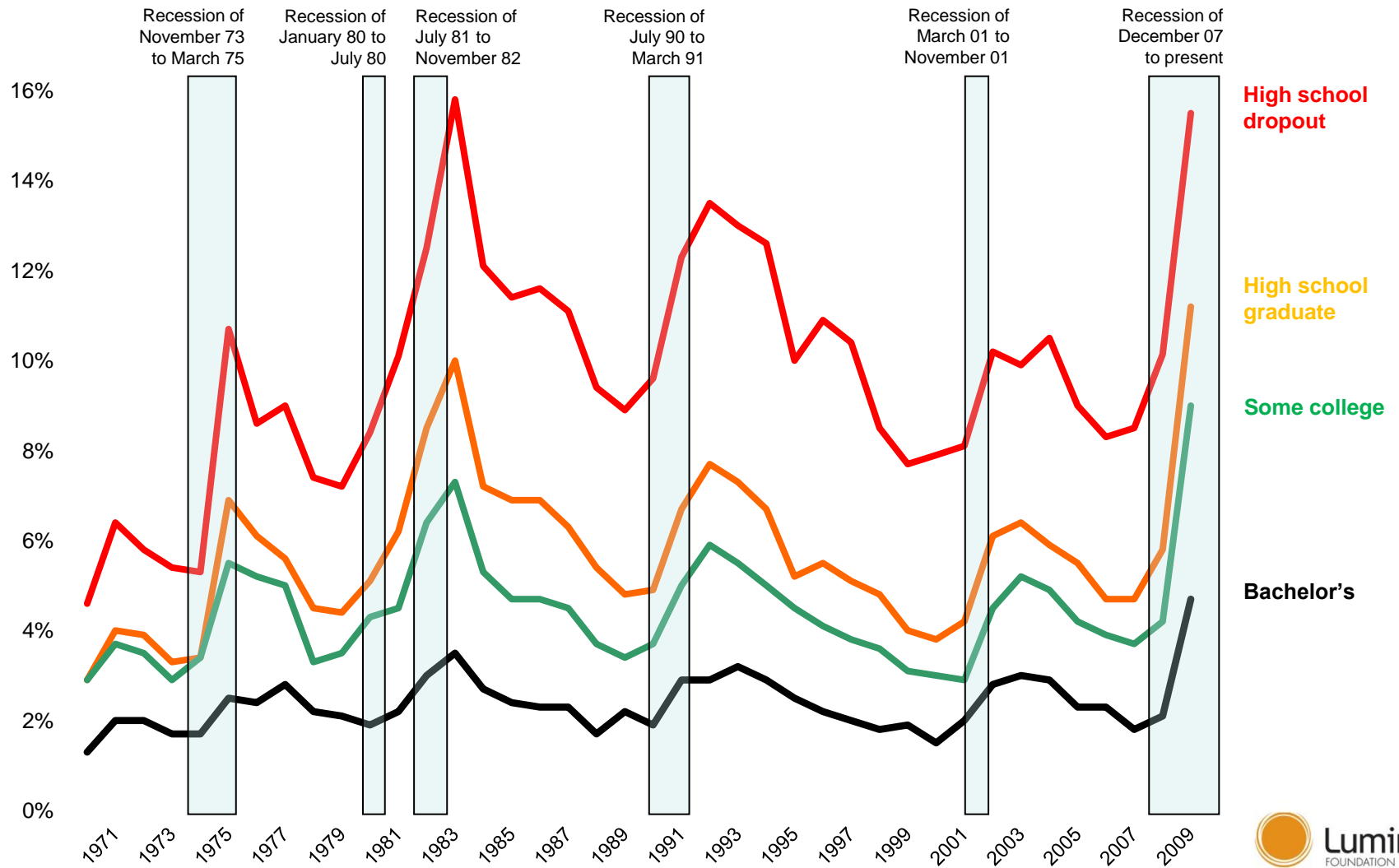
Source: Bureau of Labor Statistics, 2008



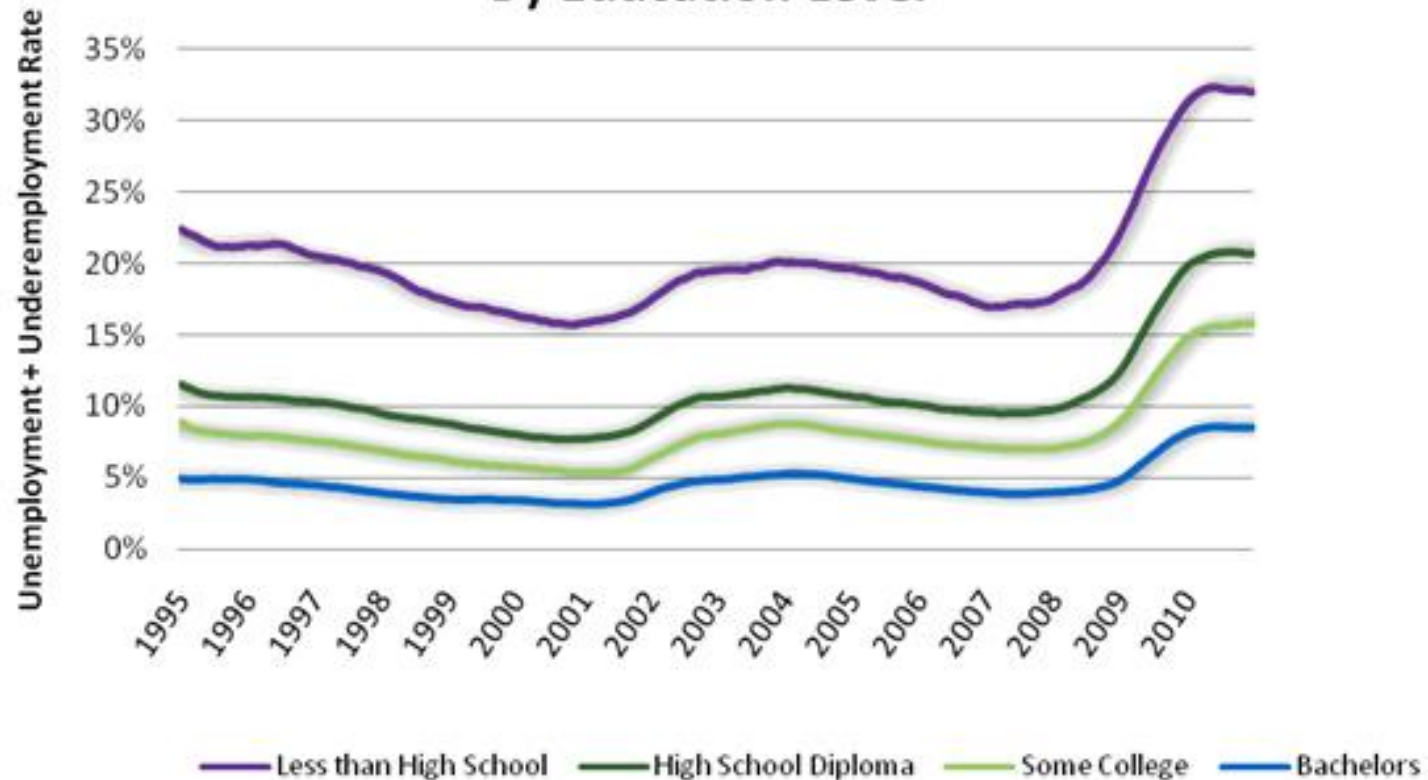


# Unemployment by level of education

Source: US Census, Current Population Survey



## Unemployed and Underemployed Workers By Education Level

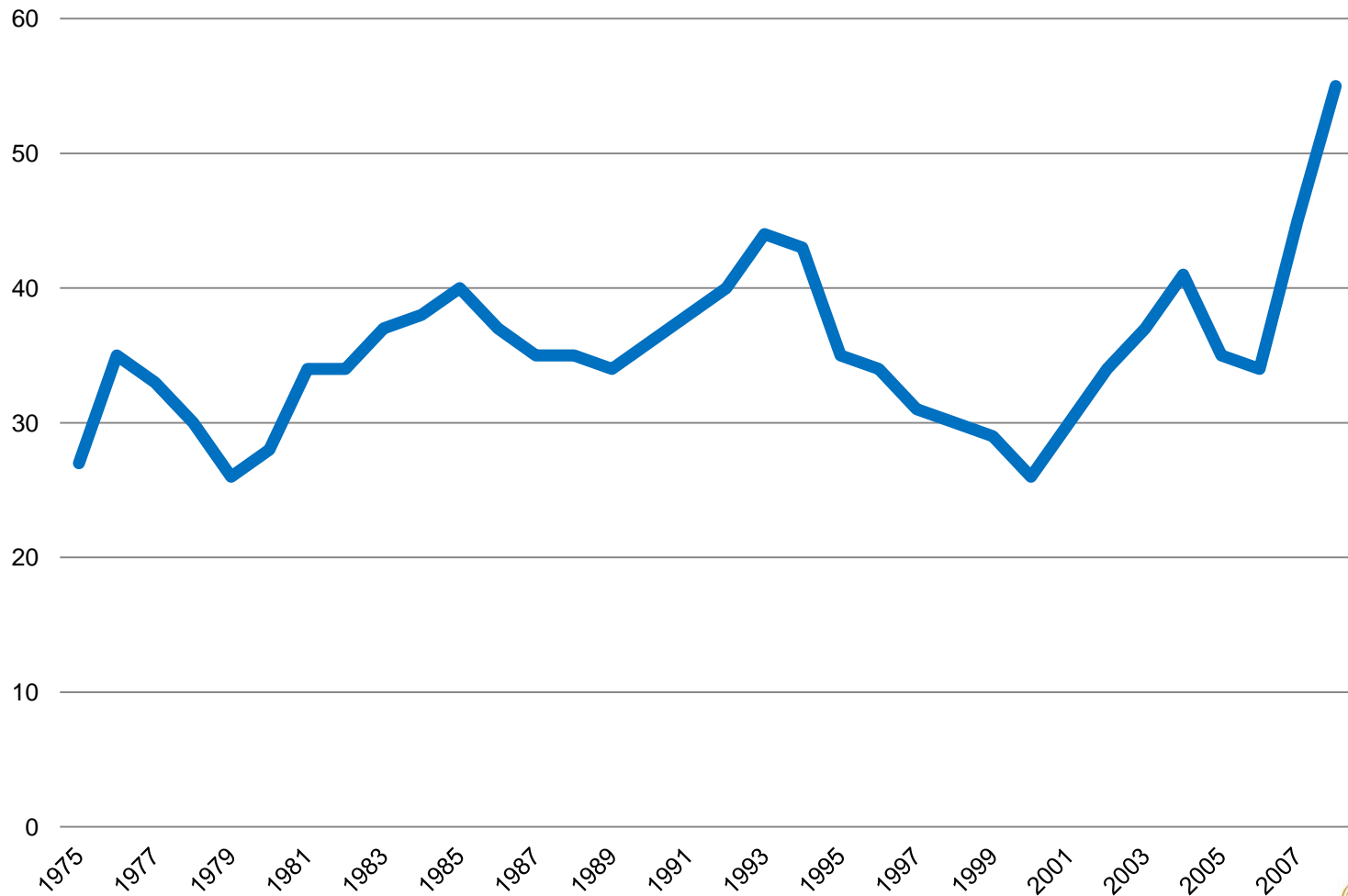


Share of 2010 Workforce:	11%	29%	29%	31%
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Source: Current Population Survey, Ages 16+, 12 month moving average

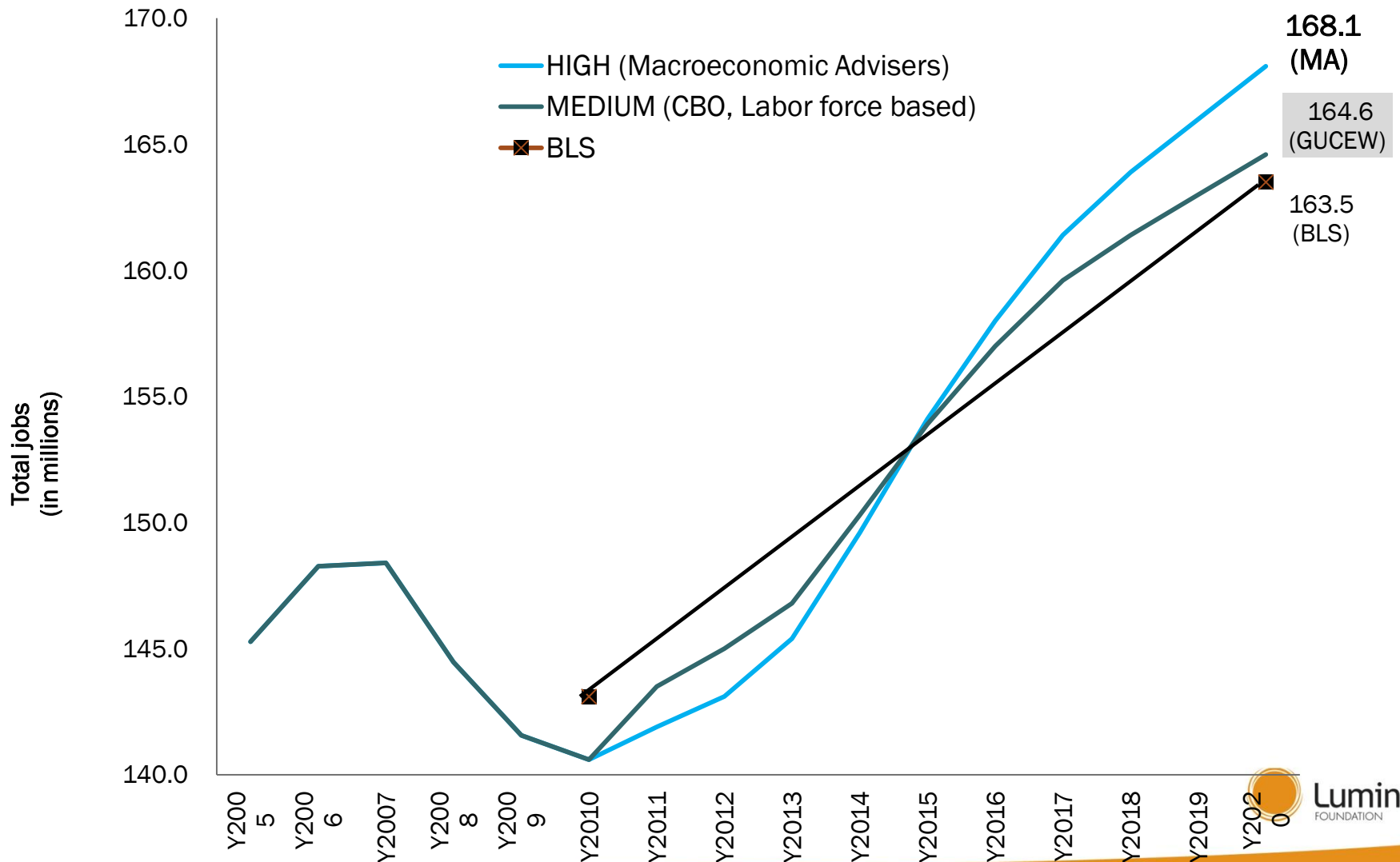
# Percent of layoffs that are permanent

Source: Bureau of Labor Statistics, CNBC

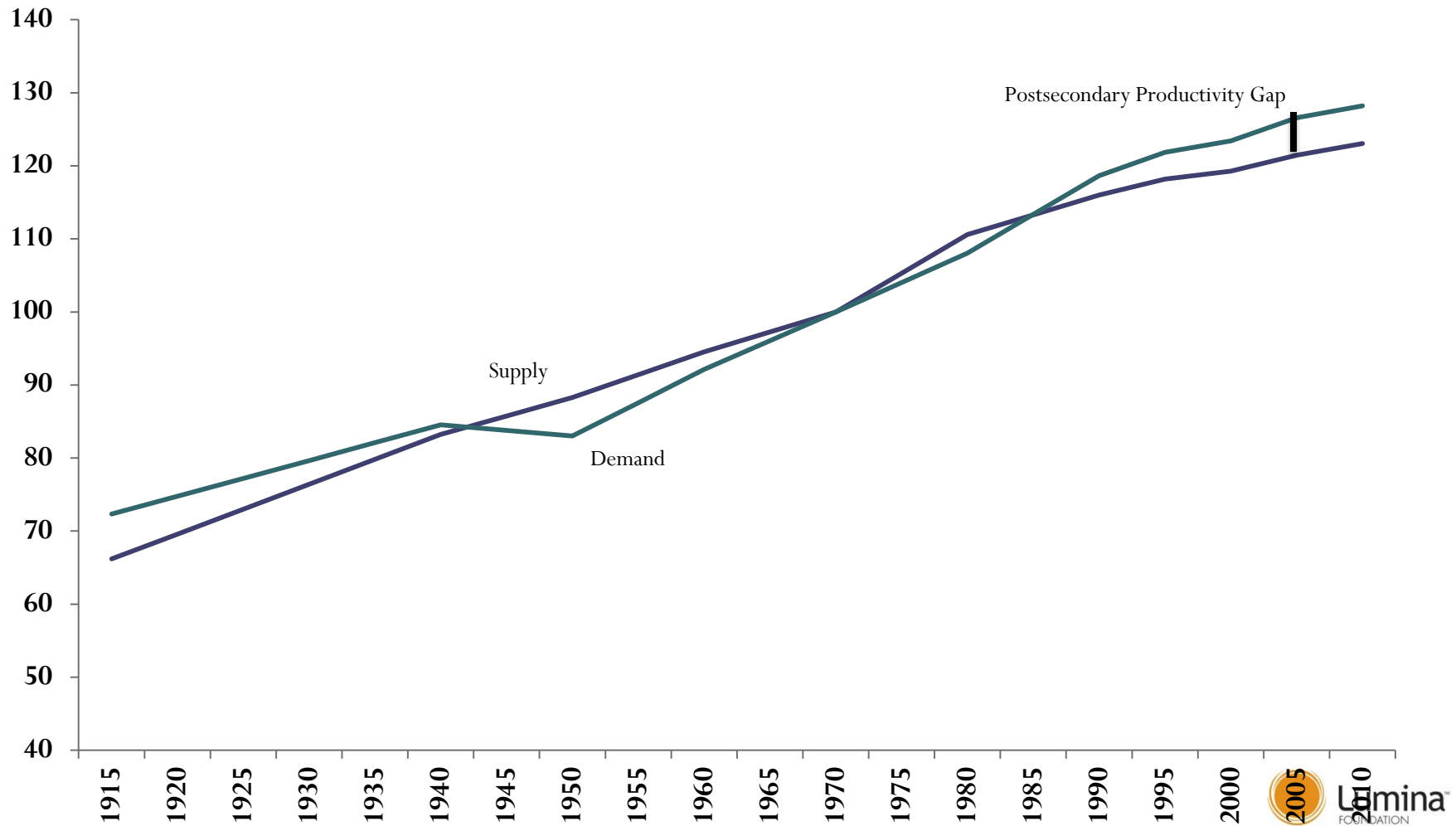


# Our job projections fall somewhere in the middle of standard estimates

(Alternative Projections of Total Jobs through 2020)

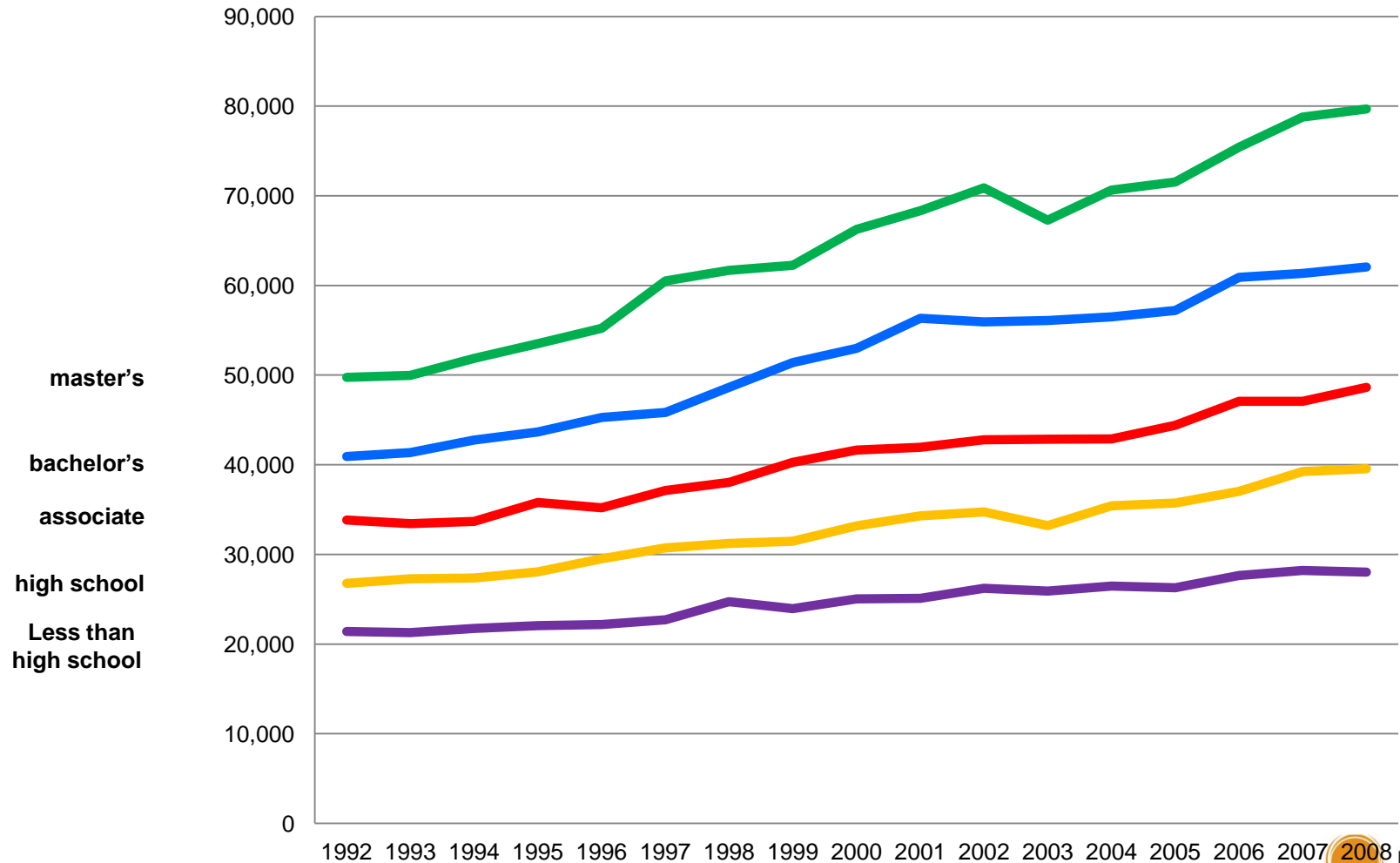


# Since 1980, the demand for skilled labor has grown faster than the supply

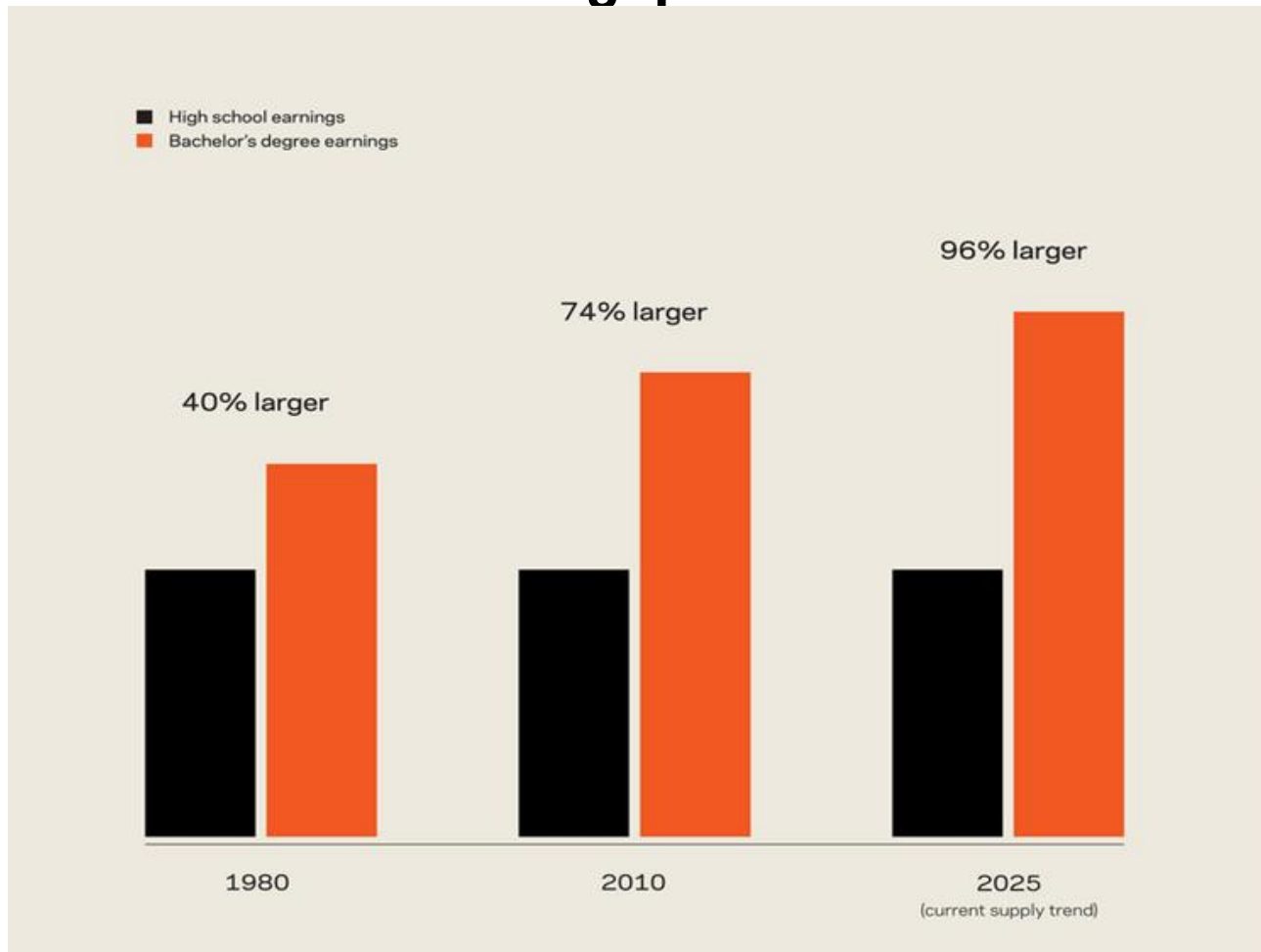


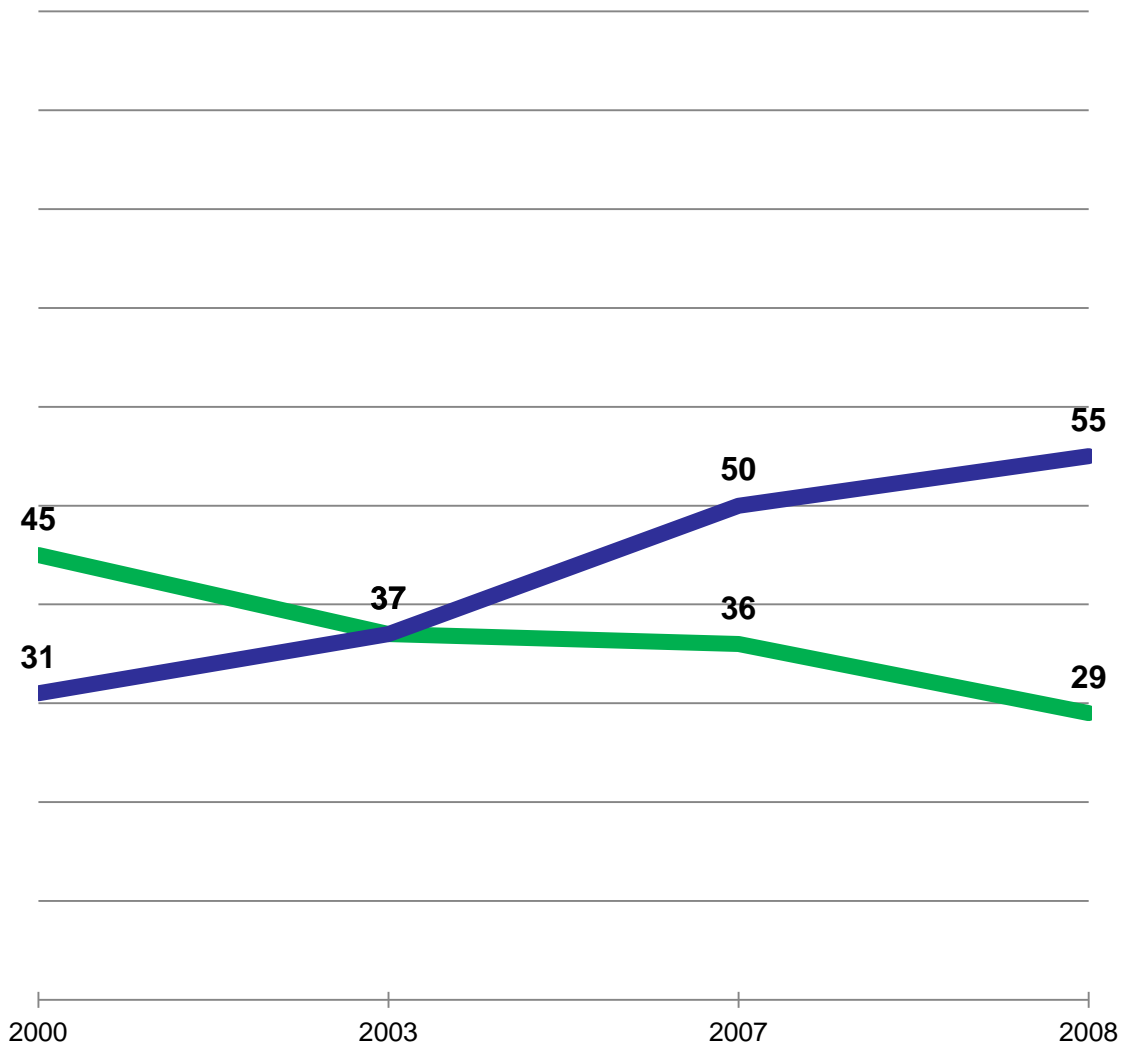
# Income by level of education

Source: US Census, Current Population Survey



# Inequality grows along with the postsecondary skills gap





**College is necessary**

**Qualified students have the opportunity to go to college**

**Source:** Public Agenda and National Center for Public Policy and Higher Education

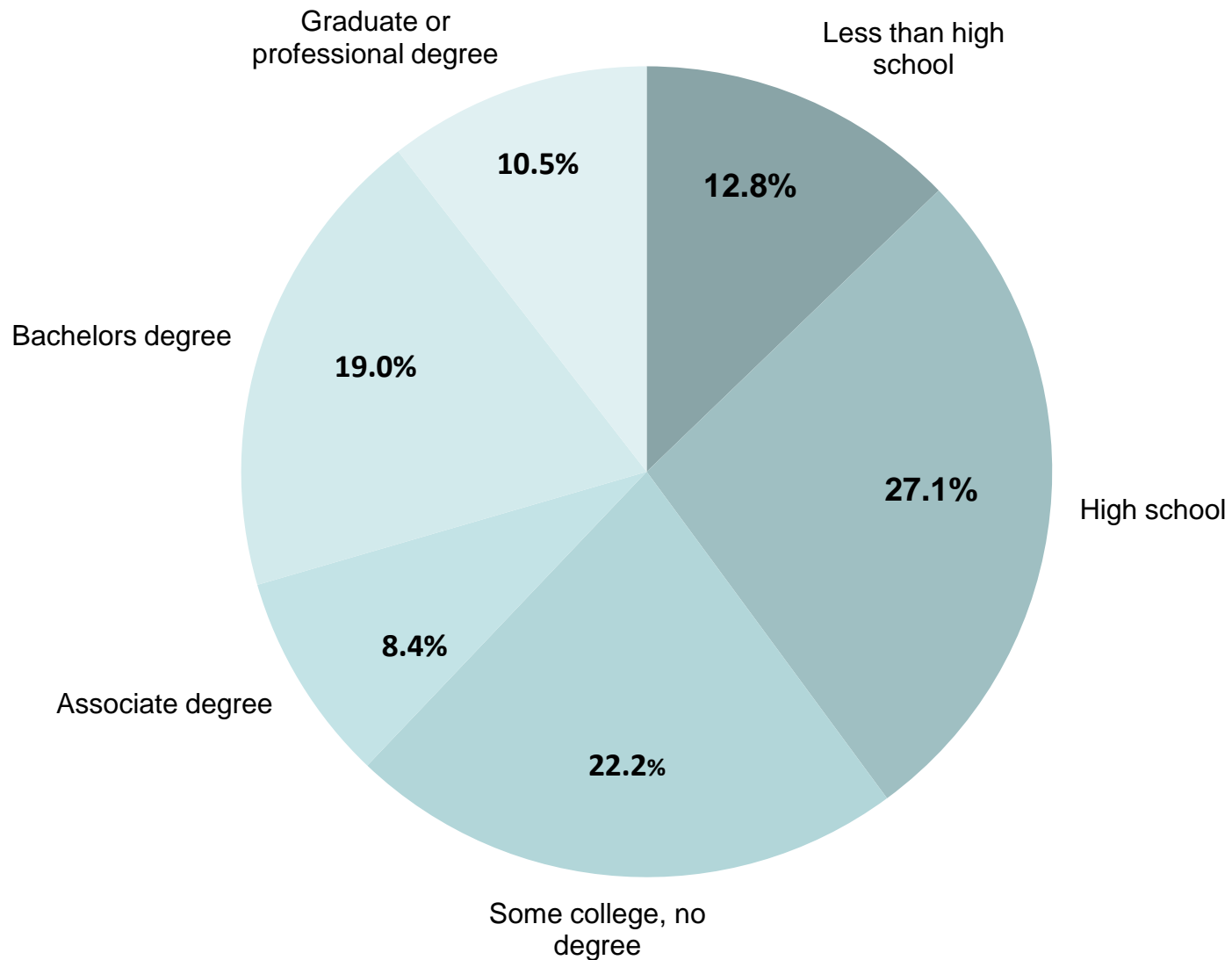


# HOW DO WE ACHIEVE **GOAL** **2025?**

# To Succeed We Must Focus On 21<sup>st</sup> Century Students

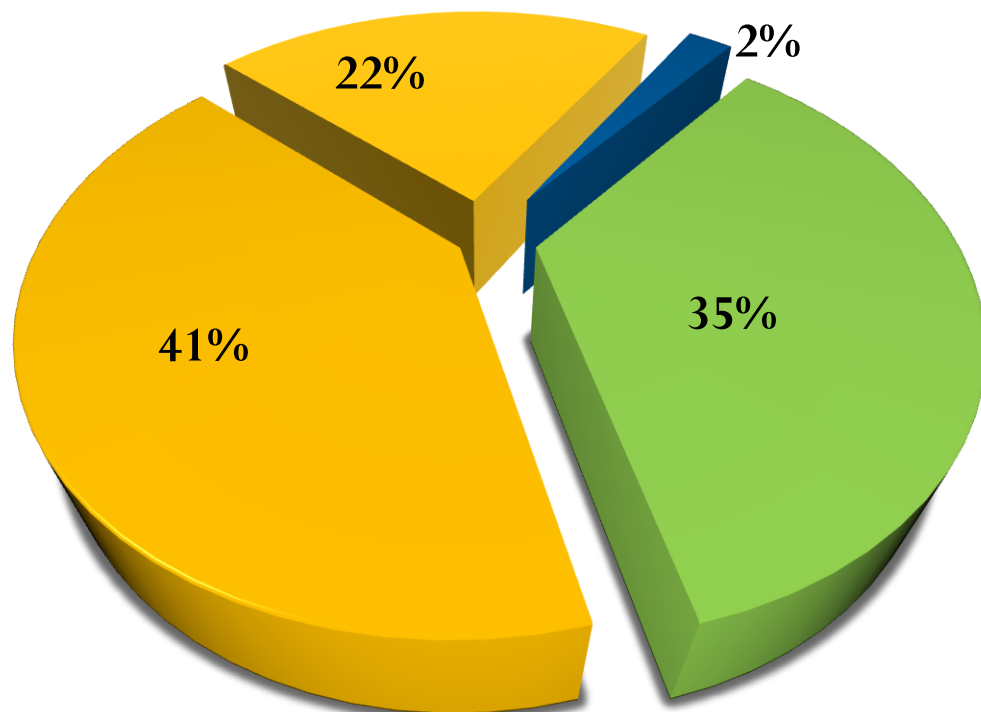
Of the 17.6M undergrads now enrolled 75%  
are juggling work, family, and school





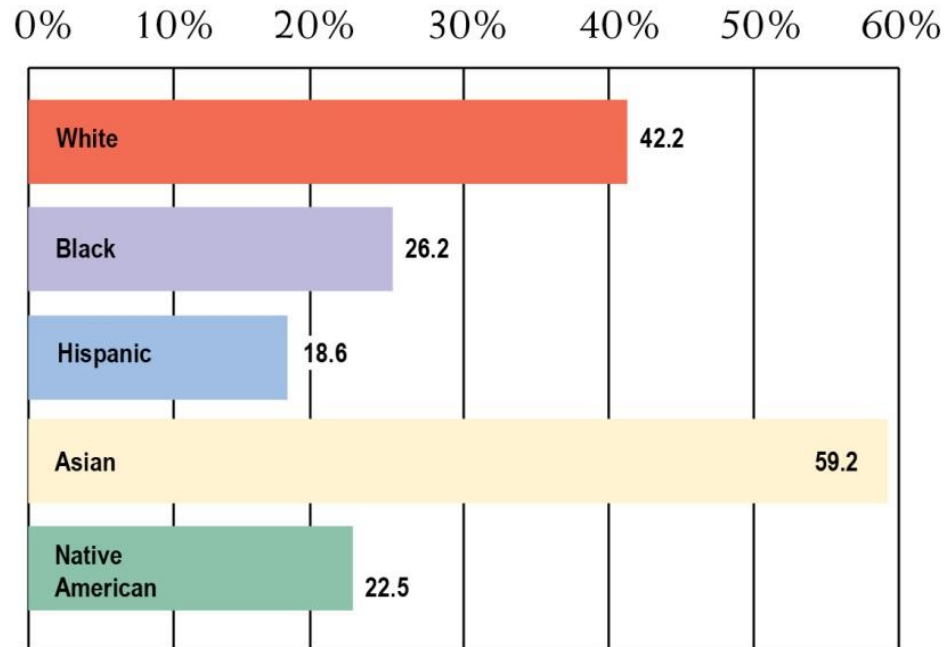
**35.8 million** working-age adults have attended college but don't have a degree.

# Employer Based Training is 63% of Postsecondary Learning



- Traditional Colleges and Universities Title IV  
271 B
- Employer Provided Informal Training  
312.3 B
- Employer Provided Formal Training  
171.8 B
- Government  
17 B

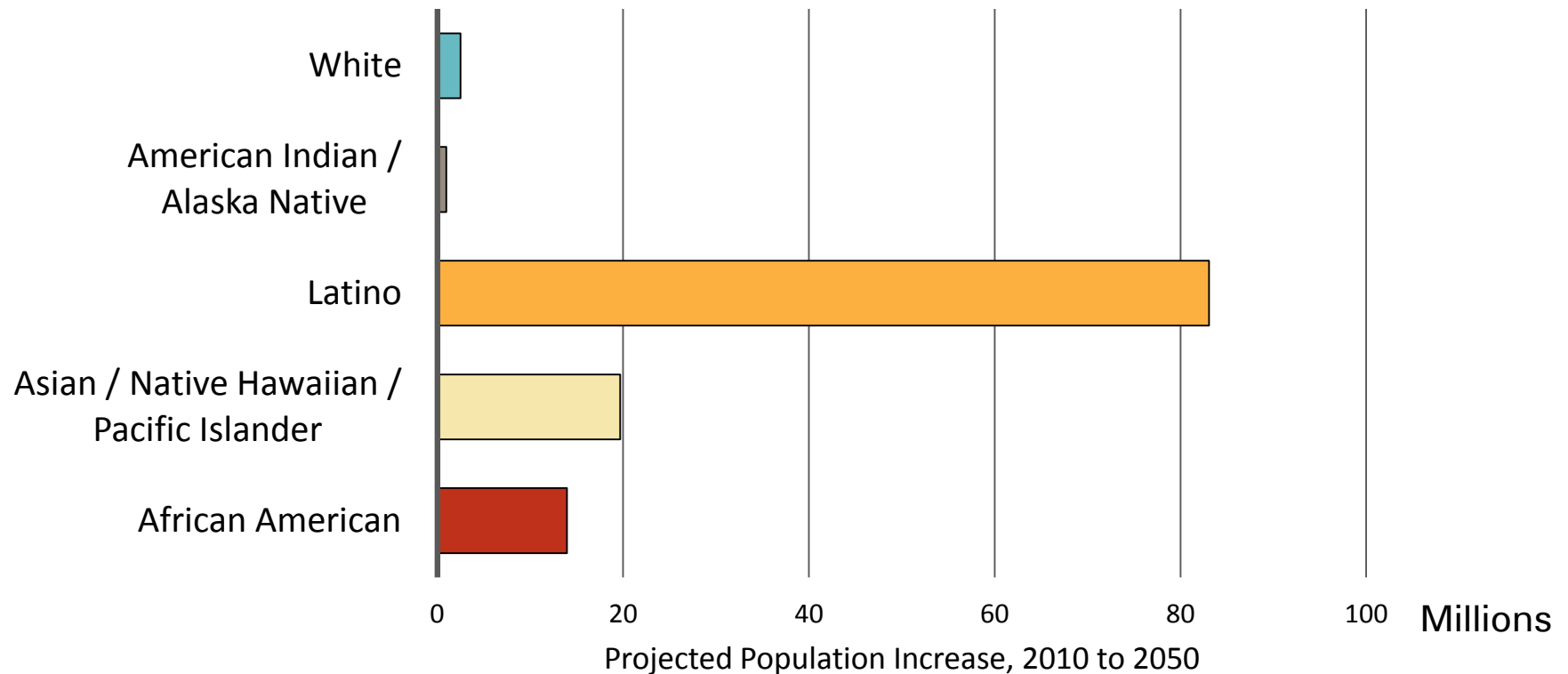
# To Succeed We Must Close the **Gaps**



Degree-attainment rates for Americans  
ages 25-64, by population group

Source: U.S. Census Bureau, 2008 American Community Survey

# We are Failing Our Fastest Growing Groups

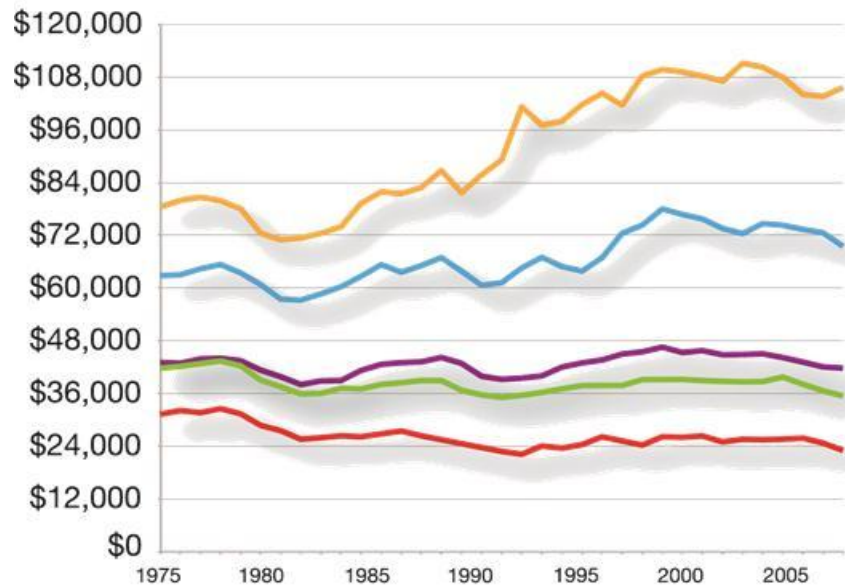


Data for all races exclude Hispanics.

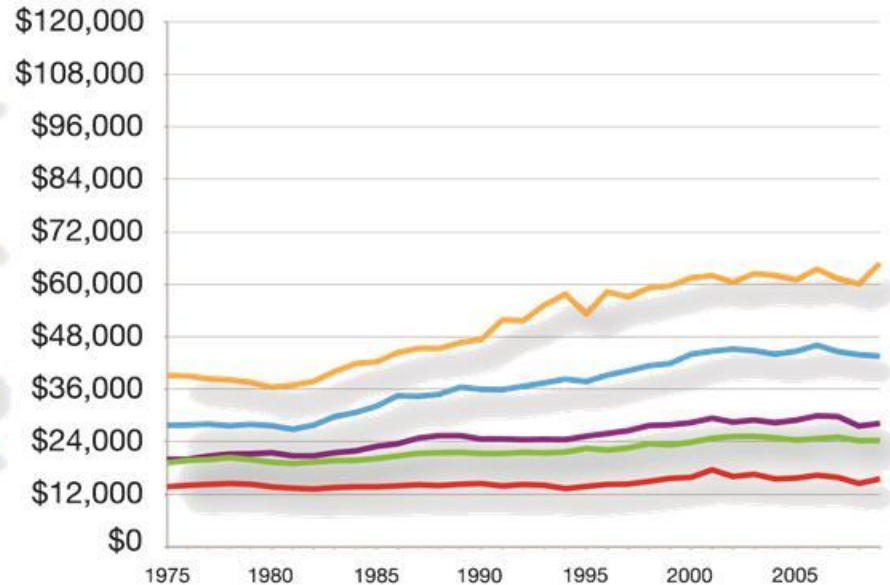
Source: Population Division, Population Projections, U.S. Census Bureau. Released 2008.

# The growth in wages for college-educated workers outstrips growth for high school-educated workers (both men and women).

Wage growth by education level for men



Wage growth by education level for women



Graduate  
Bachelor's  
Some College/Associate's  
High School Graduates  
High School Dropouts

# To Succeed We Must Eliminate Income Gaps

## B.A. Rate by Age 24 (2010)

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Young People from  
**Highest Income  
Quartile**

**79%**

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Young People from  
**Lowest Income  
Quartile**

**11%**

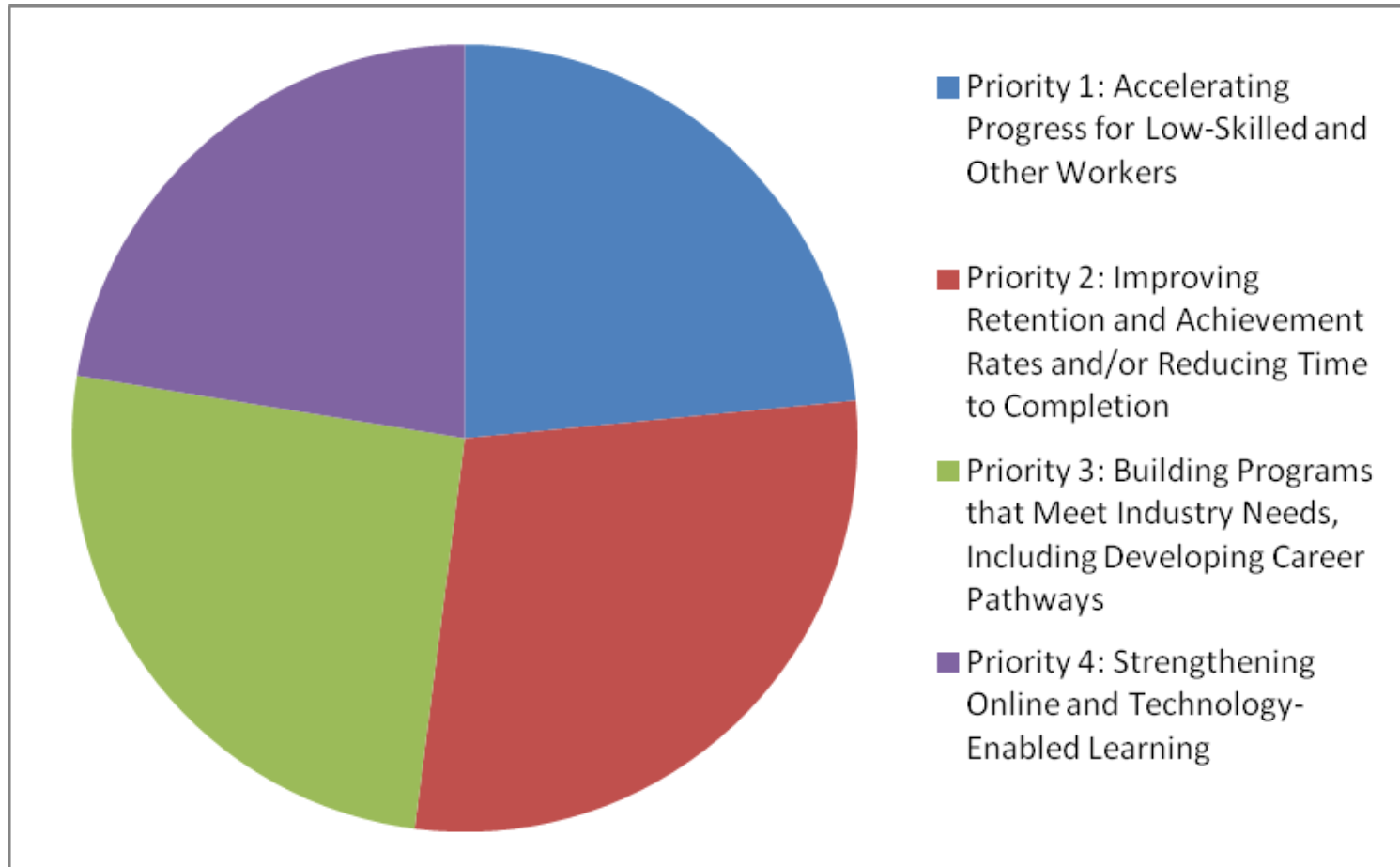
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# **To Succeed We Must Design a 21<sup>st</sup> Century Postsecondary System for 21<sup>st</sup> Century Students**



# TAACCCT Priority Distribution



# To Succeed We Must Implement a 21<sup>st</sup> Century System for 21<sup>st</sup> Century Students

1. Create **partnerships** and collaborate for collective impact (state and regional)
2. Focus on **pathways** aligned with future workforce needs
3. Infuse **technology** to expand capacity, improve quality, and reduce costs
4. Create “**Adult Learner Focused**

# Design and Implement a 21<sup>st</sup> Century System for 21<sup>st</sup> Century Students

5. Support **accelerated, competency based** certificates/degrees (quick wins)
6. Employ **prior learning assessments**
7. Redefine the **vision** of ABE
8. Redesign **developmental education**
9. Develop **comprehensive benefits programs**

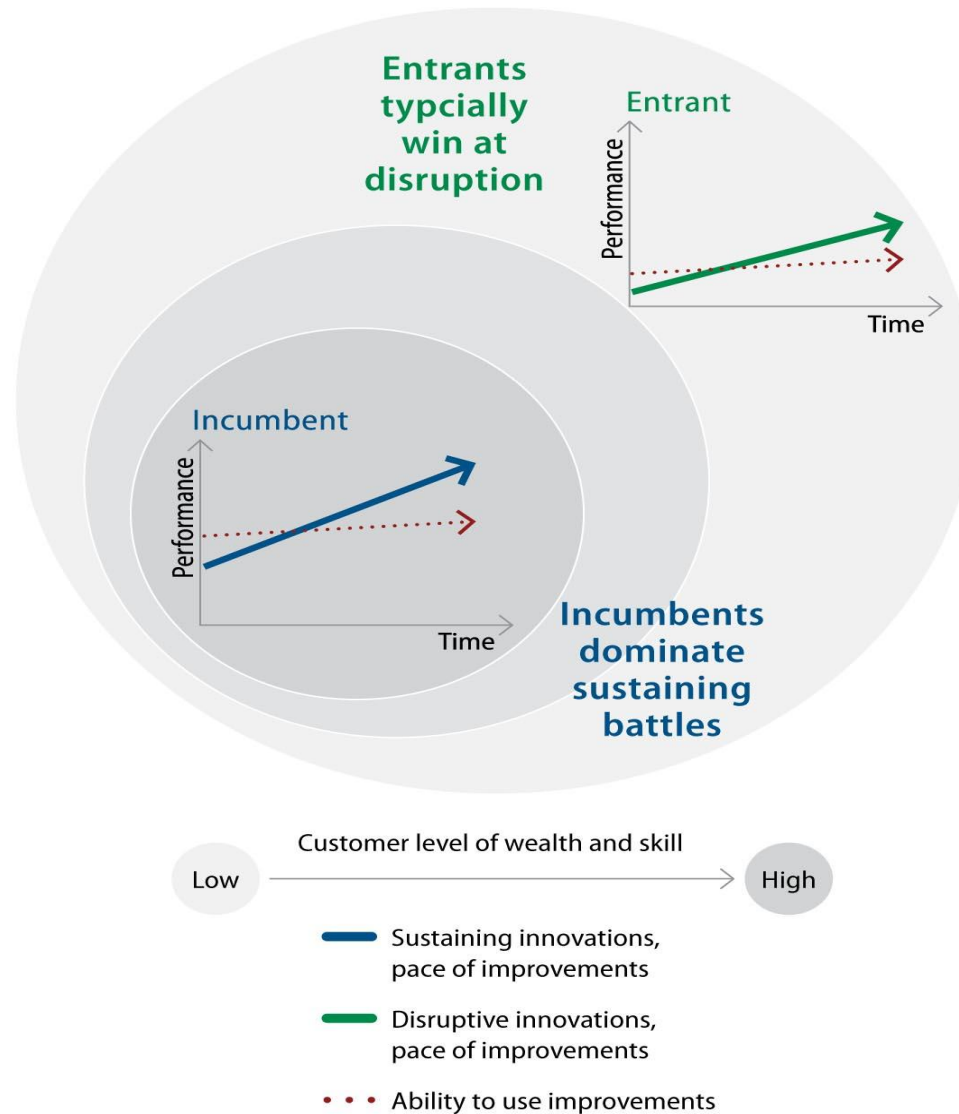
# Design and Implement a 21<sup>st</sup> Century System for 21<sup>st</sup> Century Students

10. Set **goals**, design metrics, measure progress, reward performance

11. Lead **courageous conversations** about results

12. Support **disruptive innovation**

**FIGURE 1**  
**The theory of disruptive innovation**



Christensen, C.M., et al. Disrupting College.  
[www.americanprogress.org](http://www.americanprogress.org)

# Educating Adults As If Their Lives (and Our Future) Depended On It

